N O T E.

ON APPOINTMENTS AND PROMOTIONS IN THE UNIVERSITY.

(Based upon Elliot's "University Administration")

One actuated by considerations more of 'Salary' and luxurious living, than opportunities for work, in entering University service is not fit for the profession of Professor. If one gains a permanent footing or enters the highest grades, before giving proof of habitual hard work, there is every liklihood of one's deterioration. And it is the hardest problem in University administration to eliminate such a person or to get harmless work out of him. So, the principles which govern salaries of Professors in a University are not the same as those on which the saales of pay or emoluments are fixed in other departments or lines.

The factors that usually govern the emoluments of appointments and the promotions from one grade to another in a University, apart from the conditions of life, which determine the amounts, are:-

I. AT THE START.

1. Academical qualifications;
2. Previous Professorial distinction, if any;

II. AT THE TIME OF CONFIRMATION& PROMOTION.

1. Intellectual productiveness, capacity for original work etc;
2. Professorial distinction and experience;
3. Length of service in each grade;
4. Age.

(a) Exceptional cases have always to be treated specially and given 'Special' starts and promotions.

(b) In normal cases, the maximum of the grade for which the men are qualified must be reached just before retirement.

(c) If in any higher grade or class a vacancy occurs, and

and in consequence one in the lower has to be promoted before he completes the number of years of service required for the lower grades, he must be given only an acting tenure till he completes the term. Permanent appointments should be made only when both the conditions of length of service and of age are fulfilled.

(d) All first appointments should be made on probation for five years. In the case of such as have been Professors elsewhere, and as have been about forty years of age, the period of probation should be reduced in proportion to their reputation.

(e) Age limits should be prescribed and adhered to strictly in all normal cases.

(f) It must be made clear that promotions to the two highest classes of 'Professors' will always be by selection and on proof of acknowledged merit of original work.

These principles may be applied to Mysore conditions somewhat as follows:-

CLASS A. Rs (500-50-1,000).

This class may be reserved for--

(a) Such as have taken English Degrees with distinction.

These should be about thirty years of age when entering the grade. If entertained when they are younger, they should be on probation till 30, this period not counting for promotion.

(N.B. This is not quite in conformity with Elliot's principes. But as other parts of India adopt this course, Mysore has to follow it.)

Or,

(b) For such others, whatever their degrees, as have

have built up a reputation as distinguished University Professors or as have done or produced original work whose merits are acknowledged by recognised expert authorities in England or elsewhere.

These should have ordinarily attained the age of about forty years when entering so that they may reach Rs. 1000/- when they are about fifty.

CLASS B. Rs. (450-25-700).

This class may be reserved for--

(a) Such as have taken ~~good European~~ degrees and have shown appreciable aptitude for original work.

Or,

(b) for such as have taken good Indian Degrees, showing likewise aptitude for original work.

These should have reached the age of about forty and have rendred approved service of at least fifteen years as Assistant Professors.

ASSISTANT PROFESSORS. Rs(200-20-400).

This class may be reserved for--

(a) Such as have taken European or American Degrees;

Or,

(b) for such as have taken Indian Degrees and have attained the age of about thirty, and rendered approved service of at least six years previously.

LECTURERS Rs(100-10-150).

Such as have taken good Indian Degrees and have rendered a year's service as Tutor or Demonstrator.

SPECIAL RECOGNITION.

Provision should exist for special personal allowances given in recognition of original work of acknowledged merit.